

Assembly Joint Resolution No. 47

RESOLUTION CHAPTER 145

Assembly Joint Resolution No. 47—Relative to employment.

[Filed with Secretary of State September 18, 2012.]

LEGISLATIVE COUNSEL'S DIGEST

AJR 47, Block. Compensation: gender pay equity.

This measure would urge the Congress to reintroduce and adopt the Paycheck Fairness Act to help close the gender wage gap.

WHEREAS, Forty-nine years after the passage of the federal Equal Pay Act of 1963 and forty-eight years after the passage of Title VII of the federal Civil Rights Act of 1964, American women continue to suffer disparities in wages that cannot be accounted for by age, education, or work experience; and

WHEREAS, According to the U.S. Census Bureau, year-round, full-time working women earned only 77 cents for every dollar paid to their male counterparts, indicating little change or progress in pay equity; and

WHEREAS, In 2010, women in California with a high school diploma were paid only 73 cents for every dollar paid to men with a high school diploma, and women in California with a bachelor's degree were paid only 74 cents for every dollar paid to men with a bachelor's degree, which indicates that the wage gap persists at all levels of education; and

WHEREAS, Women have struggled to regain jobs in the economic recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support; and

WHEREAS, The unemployment rate for women in California in 2011 was 11.4 percent, a 6.2 percentage-point increase since the recession began in December of 2007, and 45.1 percent of jobless women workers in California had been looking for work for 27 weeks or more; and

WHEREAS, Wages overall are stagnating and the wage gap has barely budged over the last 10 years; and

WHEREAS, While Congress and the President have taken initial steps to improve the laws that govern pay discrimination by passing the federal Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work; and

WHEREAS, The Paycheck Fairness Act, a bill that would give women more protections against wage discrimination, failed to clear a procedural hurdle in the U.S. Senate in June 2012 for the second time in two years; and

WHEREAS, The Paycheck Fairness Act would have built upon the federal Lilly Ledbetter Fair Pay Act of 2009 by protecting workers who inquire

about pay disparities from retaliation and punish employers who engage in paycheck discrimination; now, therefore, be it

Resolved by the Assembly and the Senate of the State of California, jointly, That the Legislature, fully supporting the efforts to ensure pay equity and to protect employees who seek information about pay without fear of retribution, urges Congress to reintroduce and adopt the Paycheck Fairness Act to help close the gender wage gap; and be it further

Resolved, That the Chief Clerk of the Assembly transmit copies of this resolution to the author for appropriate distribution, to the President and Vice President of the United States, to the Speaker of the House of Representatives, to the Majority Leader of the Senate, and to each Senator and Representative from California in the Congress of the United States.